



# Educator Performance and Support System (EPSS)

## 2012-13 Implementation Overview

The EPSS is an online statewide data system that will launch at the beginning of the 2012-13 school year. Funded by Rhode Island's Race to the Top Grant and available to all districts at no cost, the EPSS plays an important role in furthering RIDE's long-term commitment to support educator evaluation focused on professional growth and student learning. The EPSS will capture all critical information associated with teacher and administrator evaluations and streamline the process for both educators and evaluators. For districts adopting the RI evaluation model(s), the EPSS will provide access to all forms, components, and scoring features required for implementation, as well as guidance to support the evaluation process. The EPSS can also be customized to fully support districts implementing other state-approved teacher and building administrator evaluation models.



The initial system launch is planned for August 29<sup>th</sup>, 2012, with several additional features scheduled to be released in the spring of 2013. This document provides an overview of the key features that will be available in the EPSS during the 2012-13 school year.

### Features Launching in September 2012:

Dashboards	Professional Goal-Setting	Artifact Uploading and Tracking
<ul style="list-style-type: none"> <li>▪ Evaluator dashboard – includes comprehensive caseload management tools that provide direct access to all required components of each associated educator's evaluation record.</li> <li>▪ Educator dashboard - includes links to all required evaluation activities with a task list displaying real-time completion status.</li> <li>▪ Both dashboards can be adapted to accommodate and track the required components of a district's chosen evaluation model.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Educators create and finalize documentation associated with the professional goal-setting component of their evaluation.</li> <li>▪ The EPSS provides access to Professional Growth Plans, Self-Assessments and Professional Improvement Plans.</li> <li>▪ Professional Goal-setting features can be customized to meet the requirements of districts that choose alternate evaluation models.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Educators upload artifacts in any electronic file format to associate them with their evaluation record.</li> <li>▪ Artifacts can be aligned to rubric domains and components and categorized by evidence type (i.e. lesson plan, student work, etc.).</li> <li>▪ All artifacts are uploaded and displayed in a single file library which is available to both the educator and evaluator and searchable by multiple criteria.</li> </ul>

Conferences	Student Learning Objectives	Observations and Site Visits
<ul style="list-style-type: none"> <li>▪ Evaluators manage scheduling and tracking of all conferences (email notifications and electronic calendar appointments are included).</li> <li>▪ Conference forms will automatically compile selected evidence and</li> </ul>	<ul style="list-style-type: none"> <li>▪ Educators draft, revise and submit for approval all of their Student Learning Objectives from a single interface screen.</li> <li>▪ Evaluators review, approve and score Student Learning Objectives for all of the educators on their caseload.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Evaluators manage scheduling and tracking of all observations and site visits (email notifications and electronic calendar appointments are included).</li> <li>▪ Observation notes are documented with or without access to the</li> </ul>

<p>feedback from other sources within an educator's evaluation record in the EPSS to provide specific data points for discussion during the conference.</p> <ul style="list-style-type: none"> <li>Conference features in the EPSS, (including rubrics) can be customized to meet the requirements of districts that choose alternate evaluation models.</li> </ul>	<ul style="list-style-type: none"> <li>Both educators and evaluators view changes in the status of a set of Student Learning Objectives at any time (submitted, needs revision, approved, etc).</li> <li>Based on individual ratings for each Student Learning Objective, the EPSS calculates the Student Learning Objective rating for each educator.</li> </ul>	<p>internet. Notes taken offline will sync with the record the next time the evaluator logs in with internet access.</p> <ul style="list-style-type: none"> <li>For observations that are scored as part of the Rhode Island Model, the EPSS provides a streamlined interactive rubric. The EPSS will combine the observation scores to determine the overall Teacher Professional Practice rating based on the calculation outlined in the RI teacher evaluation model guidance.</li> <li>Observation features, including rubrics, can be customized to meet the requirements of districts that choose alternate evaluation models.</li> </ul>
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## Tools for Reporting and Analysis

- School and district-level reporting tools that facilitate fast and flexible data analysis include some of the following key features:
  - Trend reporting explorer: Allows users to explore and analyze trends in any data element or elements captured as reportable fields
  - Rubric explorer: Allows users to report on any scored component in any rubric that is included in the system
  - Detail View and other features for monitoring evaluation completion: Allow users to compile and track completion of evaluation components (or full evaluations) for individual users or selected groups
- System reports can be easily exported into multiple output formats, including Microsoft™ Excel™

## Additional Features Launching Spring 2013:

Growth Roster Verification	Evaluation Criteria and Final Effectiveness Rating Calculations
<ul style="list-style-type: none"> <li>Growth rosters (or a list of students for whom a growth score based on the state test is used in a teacher's evaluation) will be based on Teacher-Course-Student (TCS) data submitted by districts and will be available for review in the EPSS.</li> <li>The EPSS will offer an easily accessible interface where teachers and building administrators can review growth rosters and either confirm that they are correct or report changes needed.</li> <li>All RI teachers will verify growth rosters in the EPSS in the spring of 2013.</li> </ul>	<ul style="list-style-type: none"> <li>Based on completion of all required evaluation process steps, the EPSS will calculate both criteria-level ratings, as well as the final teacher and building administrator effectiveness ratings. This includes the PPPF score, the Student Learning Score and the final effectiveness rating.</li> <li>The final effectiveness rating will include a visual display of how the scores were determined for the educator.</li> <li>For districts not using the RI model, the system can be adapted to accommodate adjustments in determination of criteria-level scores and final effectiveness ratings.</li> </ul>